

EMPLOYER SUPPORT OF THE GUARD AND RESERVE (ESGR)

EMPLOYMENT AND REEMPLOYMENT ISSUES

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YOUR JOB IS PROTECTED!



As a uniformed service member, you have rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA), Title 38, Chapter 43, United States Code.

Your Rights:

- ☐ Military leave of absence (includes weekend drills, required training, all involuntary service and up to five years of voluntary service)
- ☐ Prompt reinstatement back into your job
- ☐ Accumulation of seniority, including pension plan benefits
- ☐ Reinstatement of health insurance, regardless of pre-existing conditions
- ☐ Training or retraining of job skills, including accommodations for disabled
- ☐ Protection against discrimination

Your Responsibilities:

- | | |
|---|--|
| <input type="checkbox"/> Before reporting for duty: | Provide prior notice to employer (preferably in writing) |
| <input type="checkbox"/> While performing duty: | Serve under honorable conditions |
| <input type="checkbox"/> After release from duty: | Return to work in a timely manner (see timetable) |

Reemployment Timetable:

Less than 31 days of service	-Report next work day after safe travel home and 8 hours of rest
31-180 days of service	-Apply for reinstatement within 14 days of release from active duty
Over 180 days of service	-Apply for reinstatement within 90 days of release from active duty

How to Resolve an Employment Issue:

- ☐ Inform your unit/military chain of command
- ☐ Contact ESGR (via contact info above or email at: ncesgr-ombud@osd.mil)
- ☐ If not resolved, contact the Department of Labor (1-866-4-usa-dol or www.dol.gov)
- ☐ May consult a private attorney (at own expense, may preclude ESGR assistance)

How to Recognize Your Employer:

- ☐ Nominate them for an award from ESGR
- ☐ Go to the ESGR web site at: www.esgr.mil
- ☐ Click on 'Military Members' and then 'Reward Your Employer'
- ☐ Fill out and submit the award nomination form right on line!

Other Helpful Web Sites:

- ☐ www.soc.aascu.org, information for college students
- ☐ www.sba.gov/vets, information for small business owners
- ☐ www.tricare.osd.mil, information on TRICARE coverage
- ☐ www.nmfa.org, information on military family programs
- ☐ www.militaryonesource.com, on-line counseling, information and resources

Employer Support of the Guard and Reserve
1-800-336-4590 * DSN 426-1386 * www.esgr.mil

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Information Paper
CAJS-J1-ESGR

SUBJECT: EMPLOYMENT OPPORTUNITIES/SUPPORT FOR CNG PERSONNEL

ISSUE: Significant numbers of CNG personnel will be losing employment due to budget cuts

DISCUSSION:

1. During the next six (6) month period the California National Guard will be forced to lay off personnel in order to stay within projected funding availability. Many have already received notification of loss of employment. In addition, many of our deployed soldiers and airmen will be returning from active duty and will be seeking employment.
2. In order to assist our personnel, listed below are some of the programs and agencies available to help soldiers seeking employment:

Helmets to Hardhats - www.helmetstohardhats.org

Connects guardsmen with paid apprenticeships in the construction industry.

Troops to Teachers – www.ed.gov/programs/troops

Recruits, prepares, and supports former members of the military as teachers in high poverty schools.

Hire a Veteran – www.hirevetsfirst.gov/onestop_vet.asp

Veteran employment specialist available to help veterans find jobs, acquire skills and education, plan their career, attend workshops and take advantage of other resources.

Military Spouse Job Search – www.militaryspousejobsearch.org

Employers committed to hiring military spouses.

Labor Ready - www.laborready.com

Teams with the National Guard members to find employment.

National Guard Employment - <http://www.calguard.ca.gov/resources/>

Lists Active Guard and Reserve, Technician, State Active Duty and State Civil Service vacancies.

Randstad Communications - Rich Valladao (925) 226-4152

Randstad wants to team with National Guard to train guardsmen that will develop them from entry level communication engineers to fully trained engineers, they will work Randstad. Pay would be at entry level, progressing as they develop.

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